

Business Law

Fall 2024



Welcome to Business Law!

I am looking forward to being your instructor for this class this semester. Legal and ethical cases, statutes, policies and considerations are changing at a rapid pace at the local, national and international level. We will be incorporating and discussing how what is occurring on the world stage relates to the coursework.

Instructor communication policy: I am available to meet with you during my office hours and online. I am also available in the classroom both before and after class. If you are unable to meet with me during the scheduled office hours, please contact me so we can try to meet online in a live ZOOM* conference, by phone, email, or Canvas chat. To receive your message and respond quickly, I prefer that you contact me by Canvas or university email. I will respond to your inquiries within 24 hours during the week (Monday through Friday). If you need to contact me on the weekends my policy is to respond within 48 hours. Above all, contact me and keep me informed of any questions or concerns you have regarding the course.

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(Please be sure to include your first and last name and the title of this course in emails)

(If you would like to schedule a live, ZOOM conference with me, please send me an email with 3 date/time options that you are available.)

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Course Description:

The course objective is to provide you with practical knowledge of legal issues and principles that often arise in the business environment. Most people are often ill-equipped to identify legal difficulties before they arise and to effectively strategize to avoid problems from occurring or, at least, spiraling out of control. Any business may be subject to various legal concerns ranging from employment law issues, contract disputes, regulatory compliance, environmental investigations, intellectual property disputes negligence claims, purported violations of fiduciary duties and securities fraud to name a few. Litigation is an inevitable cost of doing business, although it is controllable. Acquiring hands on knowledge will prove to be invaluable to you. Having the ability to spot potential legal problems and minimize their risk to your business will enhance your credibility and increase your effectiveness.

Student Learning Outcomes:

The course objective is to provide student with practical knowledge of legal principles and issues that arise in business. Businesses are subject to employment and contract disputes, negligence claims, regulatory compliance, and other legal issues, yet many business owners and managers are ill equipped to identify legal risks before they arise. Without legal sophistication, business cannot strategize to prevent problems from occurring or, at least, from spiraling out of control. While litigation is an inevitable cost of doing business, it is controllable. Students will develop the ability to spot potential legal problems and manage risks, enhancing their marketability to the businesses that employ them, and enhancing their effectiveness as entrepreneurs.

At the completion of this course, students will be able to:

1. Describe the major components of the United States legal system (5.6).
2. Write analyses of cases related to business organizations and their legal environments (1, 3, 5); 3. Research and present oral and written analyses of how laws and regulations impact business organizations (1 – 6).
4. Identify, analyze, and suggest solutions for businesses to address their legal challenges (1 – 6).

Program Learning Goals:

1. Critical Thinking
2. Oral Communication
3. Written Communication
4. Collaboration
5. Conduct (Ethics)
6. Competency in Discipline

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Course Requirements:

The broad course objective is to develop an analytical framework to understand the ethical/legal issues related to business decisions. Students will learn to identify the functions, policies, and trends in the law and to evaluate social, economic, and ethical influences on the law and how they impact business. Each student will also develop analytical reasoning and writing skills. Students will read court decisions, defend interpretations of the cases, and answer hypothetical questions. Students will also learn to recognize similarities and differences between the cases and how to apply the law to different factual situations.

Course Structure:

This course is designed to introduce each student to legal analysis and critical thinking. You will be asked to “think like a lawyer.” The course requires in depth reading, preparation and participation. Students should be prepared to discuss assigned readings, hypotheticals, cases and/or internet assignments at each class session. Throughout the semester, students will also be required to apply what they’ve learned to hypotheticals either posted on Canvas or given in class by the instructor. There will be three exams, internet exercises, critical legal thinking questions, position papers and a legal brief project. Students will be responsible for checking CI Learn each week for announcements, changes, and clarifications.

Schedule of Course Assignments and Projects:

The schedule of course assignments, the legal project and due dates will be provided in a separate document. It is each student’s responsibility to review the document and keep track of assignments and due dates. The syllabus and course assignments, etc. are subject to change at the discretion of the professor. Students will be notified of any such changes in advance but also are responsible for checking the syllabus and assignments for any changes, etc.

Informal Presentations:

Informal Presentations: Students’ scores will be based on completion of three informal presentations.

First Informal Presentation: Each student will present on chapters from the text, *Immortal Life of Henrietta Lacks* (there are 37 chapters and an afterward, so depending on class size it may be that you will present on an article instead).

Second Informal Presentation: - Each of you will volunteer or be assigned to present an oral evaluation of one of your classmate’s above-described presentation.

Third Informal Presentation: Two or three students will be called on each class to role-play opposing sides of an assigned case (“Smackdown”) OR to discuss assigned articles (“Super Readers”).

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Required Materials:

The course materials will be provided by the professor and uploaded to Canvas. There are two texts – one is a textbook and the other is a softcover book:

Jennings, Marianne, Business, Its Legal, Ethical and Global Environment, 11th edition.

SBN 10: 1337103578 ISBN 13: 9781337103572

Skloot, Rebecca, The Immortal Life of Henrietta Lacks, (2011)

Canvas– About half of your assignments are on Canvas!

Required Newspaper: Students are also required to read a major newspaper, such as the Los Angeles Times or the New York Times, daily and to be prepared to discuss any items related to business, law or both. Student subscriptions are available at a discounted rate.

How to Access our Course and Get Started:

- Log into MyCI: <http://myci.csuci.edu>
- Click on CI Learn
- Under “My Courses,” locate our course and click on it.
- This will take you to the course home page. View the announcement on the homepage and proceed to the “Start Here” area.

What I Expect of You:

- ❖ College classes are deceiving. Many times, students expect a course to be easier than it is and are surprised to learn how time intensive they are.
- ❖ Plan your schedule to ensure you have approximately 10 hours per week to spend on this class and take time to identify where and when you’ll do your learning.
- ❖ Review the due dates for the assignments to orient yourself to the flow of the learning. This course requires regular engagement throughout each week.
- ❖ **NO LATE ASSIGNMENTS ACCEPTED AND NO MAKE-UP EXAMS WILL BE GIVEN!** Exams, tests, and homework will be kept on file for only two weeks after the last class meeting. If students wish to go over their exams with the instructor, they may do so prior to that time. If you are having difficulty keeping up with the class or completing assignments on time, please contact me as soon as possible.
- ❖ Students will complete written responses to Canvas, Textbook case questions, and quizzes. Assignments must be submitted to Canvas **no later than the beginning of class time** on the due date of the assignment. Students who do not complete and exchange their written assignment on time **will receive no credit** for that assignment.
- ❖ To be in class on time and ready to participate in class discussions.

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Classroom and Canvas Online Etiquette:

Consider yourself a member of a community. A community is a group of individuals who work together to support a common goal or interest. We are working together to support the successful achievement of our learning outcomes. All learners will be expected to abide by our ground rules:

When online, log-in and participate regularly to group conversations and activities. Treat the diverse contributions made by other community members with respect. Have patience and a sense of humor with technology.

Be a learner. Keep an open mind when introduced to new ideas that may challenge your perceptions. Ask for help when you need it and assist others when possible.

Understand that communications shared through text have a higher likelihood of being misinterpreted than words that are spoken. Therefore, when you type a thought or a comment, read it carefully before you submit it. If you question the way it is worded, read it out loud to yourself. If you still question the way it's phrased, attempt to rewrite it.

Contribute regularly to classroom discussions, group dialogue, including blog posts and replies. The contribution of everyone plays a role in the collective strength and diversity of our community.

If, at any time, you feel that any of these ground rules has been violated by a member of our community, you are encouraged to bring your concern directly and immediately to the instructor. Clearly identify which ground rule has been violated and include specific evidence of the violation in your email or phone call. Your concerns will be addressed promptly and in an individualized manner.

If You Have Technical Problems:

Follow these steps:

1. Clear your browser's cache
2. Try a different browser (Chrome, Firefox, Safari)
3. Shutdown and restart your computer
4. If your problems persist, contact the University Help desk helpdesk@csuci.edu or 805437-8552

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Course Policies:

Attendance and Class Participation:

All students are expected to attend the class sessions and participate. In the event of an absence please let the instructor know by phone, email, or chat **before** the start of the missed class. Students are also required to participate in class and lead class discussions. The best way to learn the law and to apply it in everyday situations is to talk about it.

Students will learn to and will be expected to complete a **case brief** for each assigned legal decision. A portion of the class participation grade is based on questions from your brief. When I call roll, I will ask you to respond with “plus,” “check,” or “minus.” I will call on students randomly who responded “plus,” and will not call on students who respond “minus.” A response of “check” has the result that I will not call on you unless I’ve gone through all the plusses and have more questions. At least 3 “plus” responses throughout the semester are required to earn full credit, and more than that if you have responded “minus” or been marked absent on any days.

Attendance: Students are expected to arrive at class on time and stay for the duration of class. **Only one** absence will be allowed during the semester without consequence. Each additional undocumented absence will result in a 3% penalty deduction from a student's grade up to three absences (9%). Three late arrivals or early departures (15 mins or more) will count as one absence. Students who are absent three classes or more will not pass the class. For absences with extenuating circumstances related to a medical condition or disability for which you may require reasonable accommodation, please refer to the **Disability Statement**.

Late Work:

Be sure to pay close attention to deadlines—**there are no make-up assignments, or late work accepted**. If you find that you have trouble keeping up with assignments or other aspects of the course, make sure you let your instructor know as early as possible. As you will find, building rapport and effective relationships are key to becoming an effective professional. Therefore, all assignments can be completed by working directly alongside the professor or peers.

Make sure that you are proactive in informing your instructor when difficulties arise during the semester so that he/she can help you find a solution.

Cheating and Plagiarism:

This course will adhere to CSUCI academic dishonesty policy. Don't Copy Another Student's Homework or Exam and Don't Let Another Student Copy Your Homework or Exam. Use quotes if you are not the original author of the words you use and cite the author.

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CSUCI characterizes its graduates as creative in developing imaginative self-expression and independent thinking and dedicated to maintaining principles of intellectual honesty. Academic dishonesty is incompatible with these characteristics. Accordingly, you are expected to complete and exchange your own work, and you will be subject to sanctions if you cheat or assist others in cheating. If a student is suspected of submitting work containing word-for-word language from websites, other students, etc., OR if a student is suspected of assisting another student in cheating or copying, the student will be reported to CSUCI Judicial Affairs for adjudication and possible sanctions, including a failing course grade.

Accommodations for Students with Disabilities:

Disability Statement: If you are a student with a disability requesting reasonable accommodations in this course, please visit Disability Accommodations and Support Services (DASS) located on the second floor of Arroyo Hall or call 805-437-3331. All requests for reasonable accommodations require registration with DASS in advance of need:

<https://www.csuci.edu/dass/students/apply-for-services.htm>.

Faculty, students and DASS will work together regarding classroom accommodations. You are encouraged to discuss approved accommodations with your faculty.

Overview of Learning Modules:

The specific assignments and exact due dates for each assignment are identified in the Course Schedule and on Canvas in the Learning Modules.

- ❖ **Module 1: The Legal Environment and Sources of Law**
- ❖ **Module 2: Law and Ethics**
- ❖ **Module 3: The Court System and Trial Process - Civil Procedure**
- ❖ **Module 4: Business and the Constitution**
- ❖ **Module 5: Criminal Law**
- ❖ **Module 6: Business Torts**
- ❖ **Module 7: Products Liability**
- ❖ **Module 8: Intellectual Property**

- ❖ **Module 9: Environmental Law**
- ❖ **Module 10: Employment Discrimination**
- ❖ **Module 11: Contracts**
- ❖ **Module 12: Forms of Business Organizations**
- ❖ **Module 13: Legal Brief Project**

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❖ **Module 14: Exams**

❖ **Module 15: Speaker Series**

Method of Student Evaluation:

Exams	60%
Participation, Attendance.....	10%
Homework, Discussion and Case Studies.....	10%
Oral Presentations	20%

Cut-Offs for Final Grade:

The “+” and “-” system will be used for grading, e.g., B- = 80-83%, B = 84-86%, B+ = 87-89%. The professor reserves the right to change the method for determining course evaluation at any time.

ADDITIONAL RESOURCES:

Campus Tutoring Services

The Learning Resource Center (LRC) offers free one-on-one peer tutoring for all MVS School undergraduate courses. The LRC tutors will help students with study skills, fundamental concepts, comprehension, homework, test preparation, and much more. The Peer Tutor Schedule is available via the [LRC webpage](#).

Writing & Multiliteracy Center

The Writing & Multiliteracy Center (WMC) provides all CSUCI students with free support services and programs that help them address the 21st Century challenges of creatively thinking about and composing in written, oral, visual, and digital forms of communication. Peer consultants help students at any stage of the composition process via one-to-one or group consultations, online consultations, and workshops. Students can make an appointment to work with a consultant or learn more by visiting the [WMC webpage](#).

Counseling and Psychological Services (CAPS)

CAPS is pleased to provide a wide range of services to assist students in achieving their academic and personal goals. Services include confidential short-term counseling, crisis intervention, psychiatric consultation, and 24/7 phone and text support. CAPS is located in Bell Tower East, 1867, and can be reached at 805-437-2088 (select option 2 on voicemail for 24/7 crisis support); students can also email CAPS at caps@csuci.edu or visit the [CAPS website](#).

Emergency Intervention and Basic Needs

If you or someone you know is experiencing unforeseen or catastrophic financial issues, skipping meals, or experiencing homelessness/housing insecurity (e.g., sleeping in a car, couch surfing, staying with friends), please know that you are not alone. There are resources on campus that may assist you during this time. The Dolphin Pantry is currently located in Arroyo Hall and offers free food, toiletries and basic necessities for current CI students. For additional

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assistance, please contact the Dean of Students Office at (805) 437-8512 or visit Bell Tower 2565. Please visit the website for the most up to date information on the [Basic Needs Program](#).

Title IX and Inclusion

Title IX & Inclusion manages the University's equal opportunity compliance, including the areas of affirmative action and Title IX. Title IX & Inclusion also oversees the campus' response to the University's nondiscrimination policies. CSUCI prohibits discrimination and harassment of any kind on the basis of a protected status (i.e., age, disability, gender, genetic information, gender identity, gender expression, marital status, medical condition, nationality, race or ethnicity, religion or religious creed, sexual orientation, and Veteran or Military Status). This prohibition on harassment includes sexual harassment, as well as sexual misconduct, dating and domestic violence, and stalking. For more information regarding CSUCI's commitment to diversity and inclusion or to report a potential violation, please contact Title IX & Inclusion at 805.437.2077 or visit the [Title IX webpage](#).